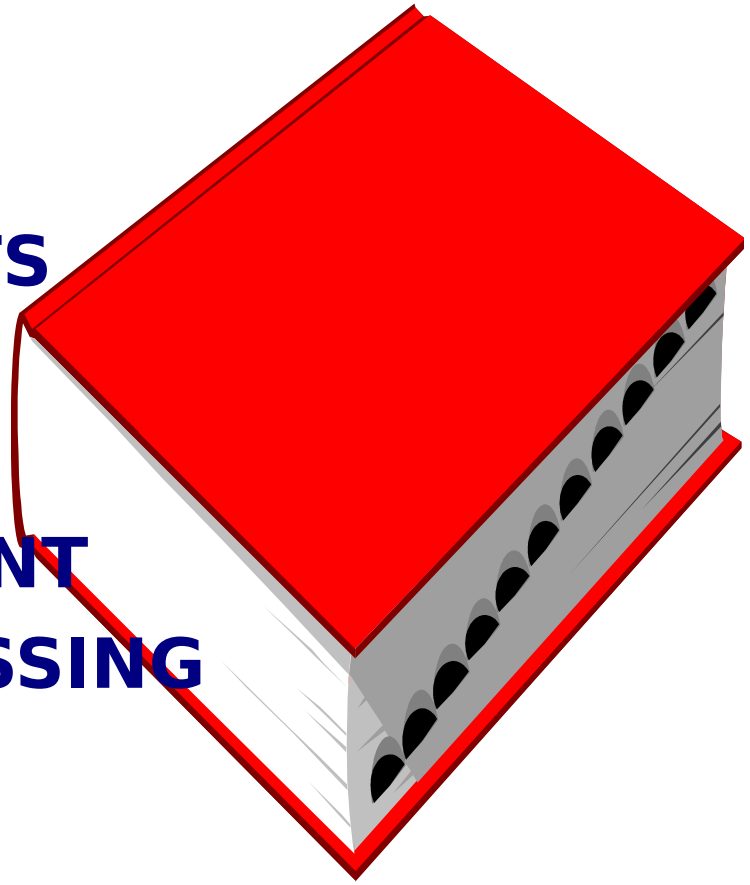
EQUAL OPPORTUNITY

DIVERSITY --- A COMBAT MULTIPLIER

- INTRODUCTION
- KNOWLEDGE OF EO
- LEADERS COMMENTS
- PREJUDICE
- DISCRIMINATION
- SEXUAL HARASSMENT
- COMPLAINT PROCESSING PROCEDURES



MOST COMMONLY HEARD COMMENTS

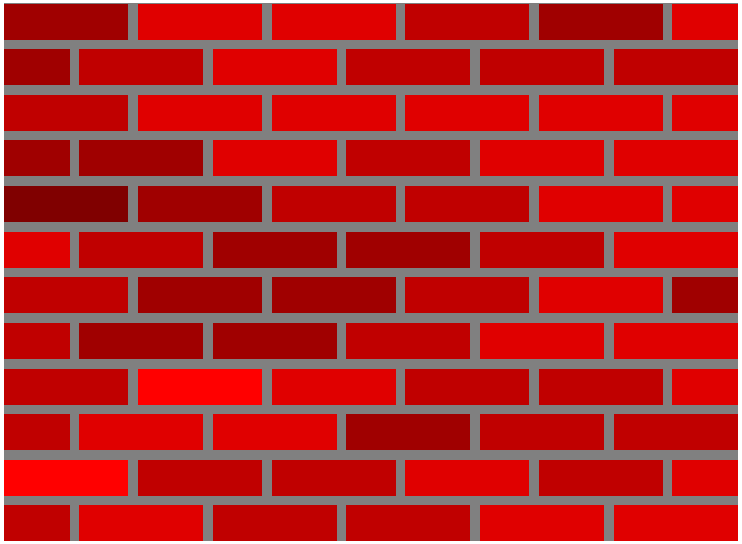
- **“ NO I DON’T HAVE ANY EO PROBLEMS…”**
- **“ THE REASON WE STILL HAVE EO PROBLEMS IS BECAUSE EO PEOPLE GO OUT AND LOOK FOR TROUBLE. EO TRAINING IS A JOKE.”**
- **“ THE PROBLEM WITH THE EO PROGRAM IS THAT IT IS A SYSTEM USED ONLY BY SUBSTANDARD SOLDIERS.”**
- **“ SEXUAL HARASSMENT IS A NORMAL PART OF SOCIETY, WE HAVE TO BE REALISTIC. WHAT’S THE BIG DEAL?”**

- **KEEP SUBORDINATES TRAINED**
- **MAINTAIN ENVIRONMENT FREE OF SEXUAL HARASSMENT AND ILLEGAL DISCRIMINATION**
- **RIGHTS OF ALL PROTECTED**
- **TAKE IMMEDIATE & APPROPRIATE ACTION**
- **SET THE EXAMPLE**

DIFFERENTIAL TREATMENT DETERMINED ON A BASIS OTHER THAN INDIVIDUAL MERIT.

note-- IT IS NOT ALWAYS ILLEGAL

- **EXAGGERATED BELIEFS**
- **REINFORCES SUPERIOR THINKING**
- **INACCURATE**

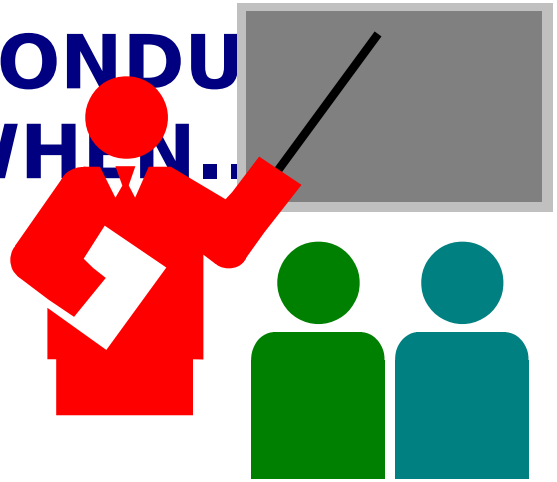


A NEGATIVE FEELING OR DISLIKE BASED UPON FAULTY & INFLEXIBLE GENERALIZATION.

OVERVIEW

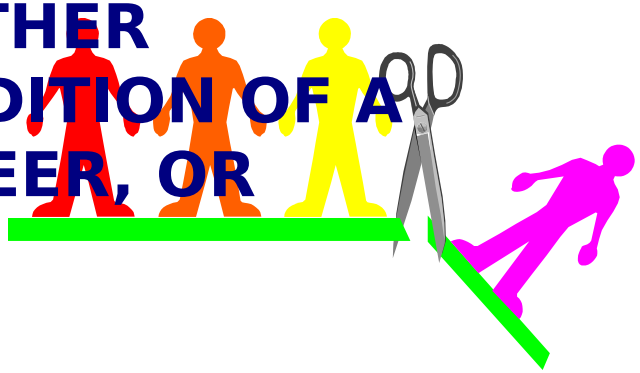
- DEFINITION
- BEHAVIORS
- IMPACT ON VICTIM
- LEADER RESPONSIBILITIES

“ A FORM OF GENDER DISCRIMINATION THAT INVOLVES UNWELCOME SEXUAL ADVANCES, REQUESTS, FOR SEXUAL FAVORS, & OTHER VERBAL OR PHYSICAL CONDU OF A SEXUAL NATURE WHEN..



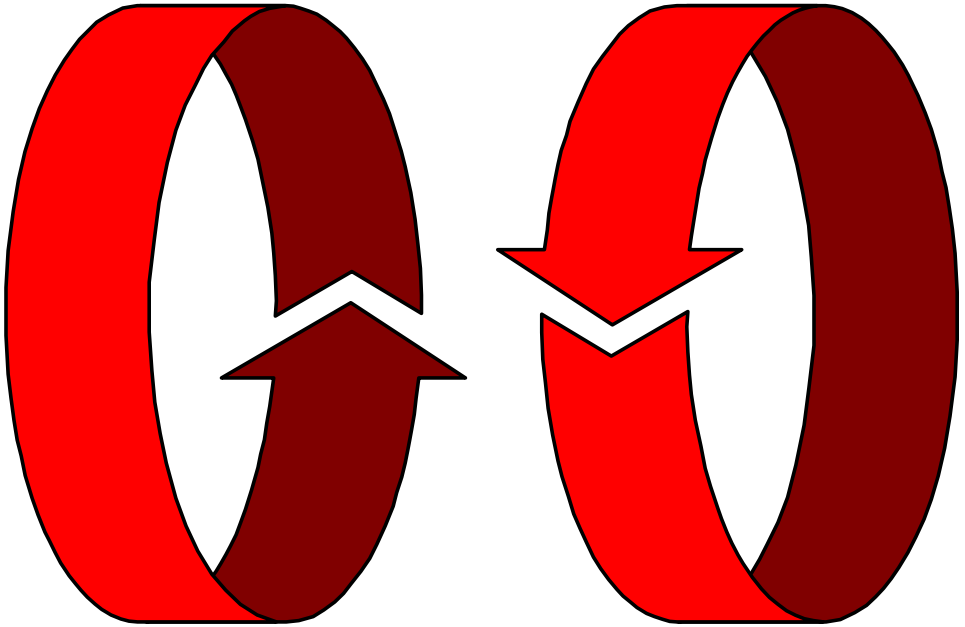
- **SUBMISSION TO, OR REJECTION OF, SUCH CONDUCT BY A PERSON IS USED AS A BASIS FOR CAREER OR EMPLOYMENT DECISIONS AFFECTING THAT PERSONS, OR**

- **SUBMISSION TO, OR REJECTION OF, SUCH CONDUCT IS MADE EITHER EXPLICITLY A TERM OR CONDITION OF A PERSON'S JOB, PAY, OR CAREER, OR**



… SUCH CONDUCT INTERFERES WITH AN INDIVIDUAL'S PERFORMANCE OR CREATES AN INTIMIDATING, HOSTILE, OR OFFENSIVE ENVIRONMENT.

- INTENT
- IMPACT
- UNWELCOME / UNSOLICITED

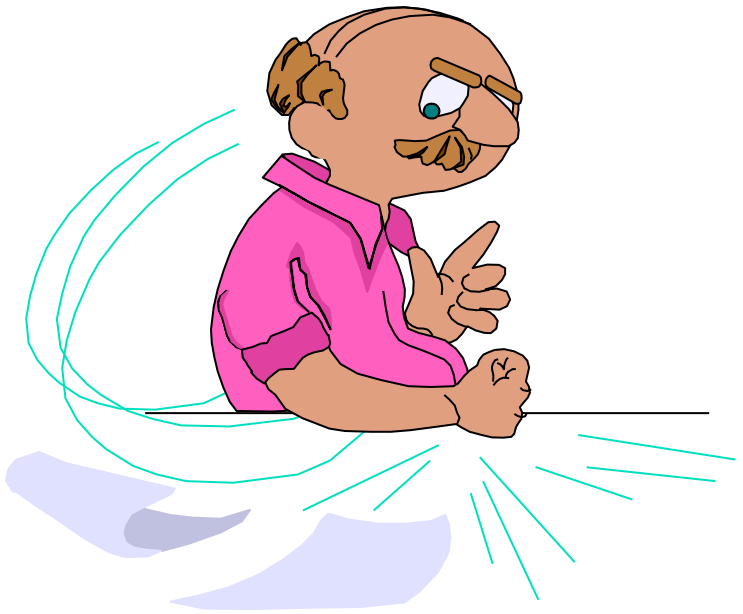


- VERBAL
- NONVERBAL
- PHYSICAL

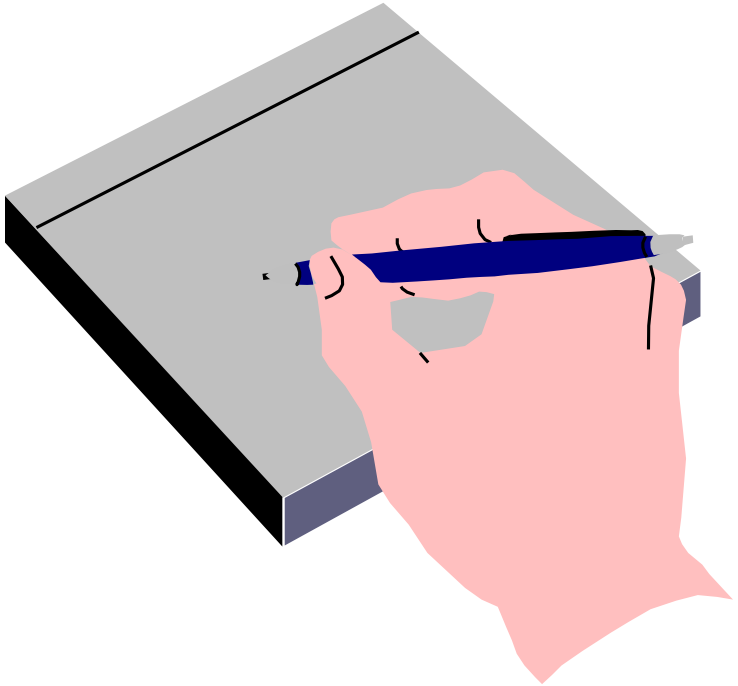
- **HINDERS MISSION ACCOMPLISHMENT**
- **HINDERS TEAMWORK**
- **INCREASED CHANCE OF MISTAKES**
- **VICTIM FEELS LESS SECURE**

ARMY COMMAND POLICY, AR 600-20

- NO WRITING
- LOWEST LEVEL
- NO COMMANDER
- NO TIMELINES



- DA FORM 7279-R
- SWORN STATEMENTS
- STRICT TIMELINES



- HIGHER ECHELON OF COMMAND
- EOA
- IG
- CHAPLAIN
- PMO/CID
- HOUSING

- SWORN STATEMENT
- PROVIDES WRITTEN FEEDBACK TO COMPLAINANT
- ALTERNATE AGENCIES
- TIMELINES FOR PROCESSING COMPLAINTS
- APPEALS PROCESS
- ASSESSMENT OF COMPLAINT PROCESS BY EOA

- 60 DAYS TO FILE COMPLAINT FROM DATE OF INCIDENT
- 3 CALENDAR DAYS TO REFER
- 14 DAYS TO RESOLVE TO HIGHER ECHELON (30 DAY EXTENSION MAY BE GRANTED BY NEXT HIGHER ECHELON COMMANDER
- 7 DAYS TO APPEAL IN WRITING TO NEXT HIGHER COMMANDER

- FOLLOW UP ON ALL FORMAL COMPLAINTS CONDUCTED.
- FOR ALL FORMAL COMPLAINTS: SUBSTANTIATED AND UNSUBSTANTIATED
- PURPOSE: ASSESS EFFECTIVENESS OF CORRECTIVE ACTIONS & DETECT AND DETER ANY INCIDENTS OF REPRISAL
- CONDUCTED 30-45DAYS AFTER FINAL DECISION
- ASSESSMENT RESULTS RECORDED ON DA FORM 7279-1-R

- ATTEMPT TO RESOLVE
- INFORM COMMAND
- LEGITIMATE COMPLAINT

- CONFIDENTIALITY
- PRESENT COMPLAINT
- COMMUNICATE W/ COMMANDER
- RECEIVE ASSISTANCE
- RECEIVE TRAINING